

ARUBA

ESSO



Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

NEWS

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Lago launches grand scale job search assistance program

To help employees find suitable employment elsewhere, the Company introduced the Job Search Assistance Program. Through employees are given assistance in a variety of ways in applying for a job in line with their qualifications.

The program is spearheaded by Mr. Antonio Galperin of Bello Marchi Galperin Associates of Miami, Florida, and consists of several approaches:

- Lago is sponsoring a series of employment advertisements in major European business journals and newspapers. These ads highlight the availability of Lago

employees in a wide variety of skills for assignments in overseas locations. Some of the papers these ads are appearing in are, De Volkskrant, The London Times and the Algemene Dagblad.

- We identified 600 companies in 20 countries, e.g., United States, Canada, Holland, United Kingdom, New Zealand, Saudi Arabia, Australia, Nigeria, Kuwait, Belgium, etc., that employ people very much like Lago employees. Letters, signed by an Esso Inter-America executive, were mailed to these companies soliciting their interest in employing Lago workers.

- Lago set up a comprehensive reference library on prospective employers for use by all employees. Subscription to more than a dozen newspapers from various countries is part of the library. Newspapers known to include employment ad sections have been selected.

- Employees are being assisted in the preparation of their resumes in three ways:

- A special training program on how to prepare resumes has been conducted with assistance from abroad.

- The Company identified and selected individuals to help review employees' resume drafts and suggest improvements.

- Clerical assistance is provided to all employees for typing completed resume drafts and reproducing needed copies.

- Lago encouraged companies to send interviewing teams here to talk to prospective employees.

- The Company also conducts workshops in resume writing and in development of skills for successful communication in a job interview situation. All employees are eligible to attend.

While the Company realizes that in spite of all these efforts, not everyone will be able to find suitable employment right away, it takes satisfaction in having provided its employees with the tools and skills to find the job of their choice.



A group of employees attending one of the job search assistance sessions at the Esso Club.

Un grupo di empleado assistendo na un de sesionnan di asistencia cu buscamiento di trabao na Esso Club.

Lago ta lanza programa di gran escala pa asistencia cu buscamento di trabao

Conseho individual a wordo ofrecí pa e programa di buscamento di trabao. Ariba, Sr. Arnold Galperin di Bello Martin Galperin Associates, Inc., ta asistiendo Sr. Marks prepará su resumen.

One to one counseling was provided for by the job search program. Above, Mr. Arnold Galperin of Bello Martin Galperin Associates, Inc., is assisting Mr. Marks prepare his resume.



Pa yuda empleadonan di Lago haña un empleo adecuá otro caminda, Compañia a introducí e Programa di Asistencia cu Buscamento di Trabao, unda cu asistencia ta wordo duná na empleadonan na un variedad di manera ora di aplicá pa un trabao di acuerdo cu nan qualificacionnan.

E programa ta wordo encabezá pa Sr. Arnold Galperin di Bello Martin Galperin Associates di Miami, Florida, y ta consisti di varios acercamiento:

- Lago ta patrociná un serie di anuncio pa empleo den e revistanan di negoshi y corantnan mas importante na Europa. E anuncionan aki ta subtrayá e disponibilidad di empleadonan di Lago den un variedad di habilidadnan pa asignacion y colocacion den extranhero. Algun di e corantnan den cual e anuncionan aki ta aparecè ta, *De Volkskrant*, *The London Times* y *Algemeen Dagblad*.

- Nos a identificá 600 compania na 20 pais, p.e. Estados Unidos, Canadá, Hulanda, Nueva Zelanda, Saudi Arabia, Australia, Nigeria, Kuwait, Bélgica, etc., cu ta empleá hendenan hopi similar na empleadonan di Lago. Cartanan, firmá pa un ehecutivo di Esso Inter-America, a wordo mandá pa e companianan aki solicitando nan interes pa duna empleo na trahadornan di Lago.
- Lago a establecé un biblioteca amplio di referencia ariba posible doñonan di trabao pa uzo di tur empleado. Subscription na mas cu un dozijn di corant di diferente pais ta parti di e biblioteca. Corantnan di cual ta conoci cu nan ta inclui seccionan cu anuncio di empleo a wordo selectá.

- Empleadonan ta wordo asisti cu preparacion di nan resumennan na tres manera:
 - En programa especial di entrenamiento ariba con pa prepará resumennan ta ser conduci cu asistencia di alo.

- Compañia a identificá y selectá individuonan pa vuda revisá resumennan di empleadonan y sugeri cambionan valioso

- Asistencia personal ta wordo ofrecí na tur empleado pa trabaonan di type resumennan y reproduci copianan necesario.

- Lago a encurashá companianan pa manda equiponan pa entrevista akinan na papia cu posible empleadonan.

- Compañia tambe a conduci "workshop" den scirbimento di resumen y desaroy di comunicacion exitoso den un situacion di entrevista pa trabao. Tur empleado tabata eligible pa asisti.

Mientras cu Compañia ta realizá cu apesar di tur e esfuertonan aki, no ta tur hende lo por haña un empleo adecuá mesora, e ta satisfecho di por a yuda su empleadonan cu e medianan y habilidadnan pa busca e trabao di nan gusto. ●

1984: a good year for safety

In general, 1984, was a good year for safety at Lago. In all but one of our safety statistics, we show a — sometimes marked — improvement over 1983. For instance:

	1983	1984
Total number of on-the-job accidents	53	39
Total number of off-the-job injuries	129	74
Total on-the-job accidents	31	16
Number of fires and explosions	9	3

Unfortunately, the total number of on-the-job accidents did include three disabling injuries and that is almost too many. The principal contributing factor to all of these accidents is still "human error" — mistakes made in judging a situation or oversights during the conscientious execution of a job. Mistakes can be avoided by being more attentive and better trained. While attentiveness is difficult to manage, we did increase our training efforts especially in the field of safety hazard identification. About 170 persons attended the second Do-Point Safety Audit training which was designed to make people more aware of potential hazards. The contractors working on Lago's premises also contributed to our safety record improvement. The total number of disabling injuries for contractors dropped from 32 in 1983 to 12 for 1984. A big achievement!



Mr. R.E. Naugle presenting the 1984 safety results to a group of employees.

Sr. R.E. Naugle presentando e resultadonan di seguridad pa 1984 na un grupo di empleado.



Lago has recently completed the installation of fuel heating equipment so that WEB can continue to receive its fuel oil without interruption once the refinery has ceased to operate. When Lago supplied WEB with fuel oil directly from the units, the oil was very hot when it entered the pipeline and flowed easily. Imported product will cool in the storage tanks and thus will not flow through the pipeline. The installation of heaters is to maintain the product at an adequate temperature for transmission through the pipeline.

Lago recientemente a completó e instalacion di "fuel heating equipment", esta equipo pa kanta combustible pa asina WEB por sigui ricibi "fuel oil" sin interrupcion una vez cu e refinaria stop di opera. Ora cu Lago tabata suministra fuel oil na WEB directamente for di e unidadnan, e azeta tabata hopi cayente ora cu e tabata drenta den e tuberia, y tabata pasa facilmente. Producto importá lo fria den e tankinan di almacenaje y asina lo no pasa den e tuberia. E instalacion di e "heater" nan ta pa mantené e producto na un temperatura adecuá pa transmision den e tuberia.

LAGO'S JOB SEARCH ASSISTANCE PROGRAM:

*Unique
in magnitude
and approach*



*Mr. Ken Brook, one of the
during*

*Sr. Ken Brook, un die instructeur
durante*

Bello Martin Galperin Associates, Inc. is essentially an employment office which offers services to companies who want to place employees elsewhere. This Company, based in Miami, Florida, was contracted to plan, conduct and steward a complete Job Search Assistance Program for Lago. Mr. Arnold Galperin, President of that Company, relates some of the background of this program. "Our Company has been working with Exxon Corporation for about five years on corporate placement. Normally this is done on a one to one basis, as it is not very common that a company shuts down a whole operation. At Lago, however, the program is of a greater magnitude. First of all, because of the number of people involved, but also because essentially all of the placement opportunities are abroad. "Mr. Galperin indicated that as far as he knows, no other Company in the world has ever undertaken a program of such magnitude. "We

are putting a lot of effort into it to make it a success," he continued. Just one example of this effort is the method his company used to identify potential employers. "We selected 600 companies which we sent letters to, offering the services of Lago's employees. To determine these Companies, however, we researched 50,000 international companies. I can assure you that was a major undertaking." Another major effort was selecting the volumes for a reference library. Mr. Galperin said they researched about 200 books to choose the best ones. These can now be found in Lago's Reference Library, a valuable resource center.

Expectations

Mr. Galperin mentioned at least two factors that can be used to the employees' advantage in the job search. First of all, Mr. Galperin believes that Lago as a company is really committed to the assistance of its employees. Moreover, he feels that the majority of the

employees are highly skilled and/or experienced in a number of related areas.

The amount and quality of response we receive from the international companies, however, depend on the world economic conditions and on the specific needs of those companies for the skills we have available here," said Mr. Galperin.

A Personal Responsibility

A complete program on resume writing/interviewing techniques, workshops, and private consultations was made available to all employees. That, in addition to all the other aspects of the Job Search Assistance Program, provide the employees with all the right tools to look for a job. Following the good advice received from the program is an excellent start, but only a start. The responsibility remains with the employee to seek and follow-up on all job opportunities. ●

LAGO SU PROGRAMA DI ASISTENCIA DI BUSCAMENTO DI TRABAO:

*Unico den
magnitud
y acercamiento*



*Arch assistance program,
building*

*Asistencia cu buscamiento di trabao,
building.*

Martin Galperin Associates, ta esencialmente un oficina di trabao cu ta ofrecé servicionan na companianan cu kier colocá empleadonan otro camunda. E oficina aki, cu base na Miami, Florida, a wordo contratá pa Lago pa conduci i dirigí un completo Programa di Asistencia di Buscamiento di Trabao pa Lago. Sr. Arnold Galperin, presidente di e compania ey, ta brinda algun informacion básico di e programa aki. "Nos compania ta trabando cu Exxon Corporation pa mas o menos cinco aña ariba emplee corporativo. No malmente esaki ta wordo haci ariba un base di un pa un, ya cu no ta hopi comun cu un compania ta stop henter un operacion. Na Lago, sinembargo, e programa ta di un magnitud mucho mas grandi. Prome cu tur cos, pa motibo di e cantidad di hende involvi, pero tambe pasobra esencialmente tur e oportunidadnan pa emplee ta na pais extranhero. "Sr. Galperin a indicá cu asna leu cu e sá, ningun otro compania na mundo a yega di tuma na su encargo un programa di tal magnitud. "Nos ta

haciendo hopi esfuerzo pa haci un éxito," ela continuá. Dijes un ehemplo di e esfuerzo ta e método cu su compania a uza pa identificá posible doñonan di trabao. "Nos a selectá 600 compania pa cual nos a manda carta, ofreciendo e servicionan di Lago su empleadonan. Pa determiná cual lo ta e companianan, sinembargo, nos a investigá 50.000 compania internacional. Mi por sigurabo cu esey tabata un encargo mayor." Un otro mayor tabata pa selectá e volumennan pa e biblioteca. Sr. Galperin a bisa cu nan a investigá como 200 buki pa scohe e mihonan. Esakinan por wordo haña den e Biblioteca di Referencia di Lago, un centro valioso di recurso.

Espectativanan

Sr. Galperin a mencioná por lo menos dos factor cu por wordo uzá na ventaha di empleadonan den buscamiento di trabao. Prome cu tur cos, Sr. Galperin ta kere cu Lago como un Compania ta verdaderamente comprometí na e asistencia pa su empleadonan. Ademas e ta sinti cu e mayoría di

e empleadonan ta altamente hábil y/of experienciá den un cantidad di areanan relacioná.

"E cantidad y calidad di respuesta cu nos a ricibí di e companianan internacional, sinembargo, ta dependé di e condicionnan económicu na mundo y di e necesidadnan específico di e companianan ey pa e habilidadnan cu nos tin disponibel akinan," Sr. Galperin a bisa.

Un Responsabilidad Personal

Un programa completo tocante scirbimento di resumen /técnicanan pa entrevista, workshop, y consultanan privá a wordo ofreci na tur empleado. Esey, fuera di tur e otro aspectonan di e Programa di Asistencia cu Buscamiento di Trabao, ta duna e empleadonan tur e medianan corecto pa busca un trabao. Siguiendo e bon consejo ricibí di e programa ta un comienzo excelente, pero solamente un comienzo. E responsabilidad ta keda cerca e empleado pa busca y "follow-up" ariba tur oportunidad pa trabao. ●

1984: un bon aña pa seguridad

En general, 1984 tabata un bon aña pa seguridad na Lago. Den tur menos un di nos estadisticanan di seguridad, nos ta muestra un mehoramiento — tin biaha notable — compará cu 1983. Por ehemplo:

	1983	1984
Cantidad total di accidentenan na trabou:	53	39
Cantidad total di heridanan pafor di trabou:	129	74
Accidentenan di tráfico:	31	16
Cantidad di candela y explosionnan:	9	3

Desgraciadamente, e cantidad total di accidentenan na trabou a inclui tres herida incapacitante y esey ta tres dimás. E factornan principal cu a contribuí na tur di e incidentenan aki ainda ta equivocacionnan causá pa "error humano", cu a wordo haci den huzgamento di e situacion of vigilancia durante preparacion of ehecucion di un trabou. Errornan por wordo evitá dor di ta más atento y mihor entrená. Mientras cu atencion ta difícil pa manehá, nos a aumentá nos esfuerzonan di entrenamiento específicamente den e area di identificación di peligeran pa seguridad.

Como 170 persona a asisti na e

entrenamiento special di Du Pont pa revision di seguridad, cual entrenamiento a wordo diseñá pa haci hendenan mas conciente di posible peligeran pa seguridad. E contratistanan trahando ariba tereno di Lago tambe a contribuí na mehoramiento di nos record di seguridad. E cantidad total di heridanan incapacitante pa contratistanan a baha di 32 na 1983 te 12 na 1984. Un logro grandi!

SAFETY IS FOR WINNERS - A selection of the 15 prizes drawn for the month of December 1984, which passed without a single disabling injury.

SEGURIDAD TA PA GANADORAN - Un selection di e 15 premionan cu a wordo rifá pa e luna di December 1984, cual a pasa sin un solo herida incapacitante.



stress: the modern epidemic



It has been called a worldwide modern epidemic, the twentieth century killer. It is unwanted and an uninvited, but visits almost every home, probably yours also. Once it arrives, you cannot avoid its poisonous effects. That insidious disease is called STRESS.

What is stress?

Stress is the state of a prolonged emotional pressure or tension. Your body and mind seem to be in a constantly alert, excited state with no relief in sight or no understanding of how to cope with it. It is this type of stress that can hurt you physically, for it disturbs the body's normal equilibrium. You may feel a knot in your stomach, splitting headache, or constant exhaustion. Symptoms include heart attacks, ulcers, high cholesterol, diabetes and asthma. Researchers have reported that stress contributes to at least 60% of accidents at hospital cases and death in the U.S.

symptoms of stress

You may be suffering from stress and not even recognize it as such. Stress is manifested in physical symptoms. As a consequence, many people suffering from stress may be desperately trying to deal with the symptoms itself (e.g. headaches) instead of dealing with the cause. Therefore, identifying the symptoms is important when you are trying to cope with stress. The following are some common symptoms to excessive stress or tension: unusual irritability, troubled sleep, altered breathing, muscle stiffness (not attributable to healthy work or exercise), uneasy or painful stomach, excitability. If the symptoms you experience are not due to your nourishment, physical activity or the lack of them, consider whether you are becoming a victim of stress.

Causes of stress

Researches have widely studied and identified life's most stressful

problems and circumstances. Many of us in our present situation are involved in at least one of these:

- death of a spouse or family member
- marriage / divorce / separation marital reconciliation
- job loss / retirement / business readjustments
- jail term
- pregnancy / family growth / sex difficulties.

How to cope with stress

As stress is a deadly epidemic, it would be worth finding a method for coping with it. Perhaps the most significant step to take is to attempt to discover what it is that is putting you under stress. Once



To ensure continued cooking gas for Aruba's needs, Lago recently installed four storage LPG drums and unloading lines at a cost of about \$900,000. This project was completed in a record time of four weeks, and on January 29, 1985, the first cargo of propane gas was received on board the vessel "Sheldon Gas". With the added storage capacity, the island's LPG inventory has been increased to 45 days.

Pa sigurá e continuidad di gas di cushina pa Aruba su necesidadnan, Lago resientemente a instalá cuatro drum pa almazenahe di LPG y lineanan di descarga na un costo di mas o menos \$900.000. E proyecto aki a wordo completá den un tempo record di cuatro siman, y dia 29 di Januari, 1985, e prome cargamento di gas propano a yega abordo di e barco "Sheldon Gas". Cu e capacidad adicional di almazenahe, e isla su inventario di LPG a wordo aumentá te 45 dia.



you have that isolated in your mind, your response to it will most probably be less severe even if you cannot avoid the cause of the stress. Next, bring into practice the following advice:

Adapt to the situation: If you cannot get away from the cause of stress (e.g. noise), try to adapt (e.g. shut windows, use ear protectors). This may not eliminate your stress, but it will at least reduce it.

Talk it out! Do not keep the cause of your stress to yourself. Discuss it with a friend. That in itself is a relief. Besides, your friend may help you see different aspects of the problem or situation and help you find a way out. The problem may not be as overwhelming as it seems.

Be active! Stress causes fats and

sugars to accumulate in your blood. Inactivity keeps you in a stressful situation, but if you participate in some physical activity e.g. in the form of exercise, this will counteract those stressful effects and will restore your body's balance.

Get tired to relax: A famous doctor once commented: "For the full enjoyment of leisure, you have to be tired first, as for the full enjoyment of food the best cook is hunger." In other words, be active and productive and then enjoy some recreation to the fullest.

Sleep well: Sleep is necessary to restore your body and mind. Deficiency in sleep is a stress in itself, so it is even worse when you have to cope with other stresses on top of that. Sleep enough to feel fit!

- matrimonio / divorcio / separacion / reconciliacion matrimonial
- pérdida di trabou / retiro / reahustamiento di negoshi
- un periodo den prison
- embarazo / crecimiento di familia / dificultadnan sexual.

Con pa trata cu stress

Como cu stress ta un epidemia mortal, lo ta vale-la-pena pa purba haña un método pa trata cuné. Por ta e paso mas significativo pa tuma ta, pa trata na descubri ta kiko ta pone abo bou di stress. Una vez cu bo tin esey separá den bo mente, bo reaccion ariba esaki muy probablemente lo ta menos severo hasta si bo no por evitá e causa di stress. Siguientemente, pone den práctica e siguiente conshonan:

Adaptá na e situacion: Si bo no por evadi e causa di stress (p.e. sonido desagradable), purba di adaptá (p.e. sera bentanán, uza protectornan pa oïra). Por ta esaki no ta eliminá bo stress, pero por lo menos e lo reduci.

Papia tocante djel: No tene e causa di stress pa bo mes. Discutí cu un amigo. Esey ariba su mes ta un alivio. Ademá, bo amigo por yudabo mira diferente aspecto di e problema. Por ta e problema no ta asina aplastante manera cu e ta parse.

Sea activo! Stress ta causa vet y sucunan pa acumulá den bo sanger. Inactividad ta tenebo den un situacion di stress, pero si bo participá den algun actividad físico por ehemplo den forma di exercicio, esaki lo contrastá e efectonan di stress y lo restaurá bo curpa su balansa.

Cansa bo mes pa bo por descansá: Un doctor famoso a yega di comentá: "Pa un gozo completo di tempo liber, bo mester ta cansá promé, mescos cu pa gozo completo di cuminda, e mihor kokki ta hamber." Den otro palabra, sea activo y productivo y despues goza di algun recreacion te na un máximo.

Drumi bon: Soño ta necesario pa restaurá bo curpa y mente. Falta di soño ta un stress ariba su mes, pesey ta hasta peor ora bo tin cu trata cu otro stressnan ademá di esey. Drumi suficiente pa bo sinti "fit"!

stress

e epidemia moderno

Ela wordo yamá un epidemia moderno rond mundo, e asesino de siglo 20. E ta indeseable y no ta invita, pero e ta bishitá casi cada hogar, probablemente dibo tambe. Una vez cu e yega, bo no por evitá su eleccion venenoso. E enfermedad traïdor aki ta wordo yamá "STRESS".

Kiko ta stress?

Stress ta e estado di un presion of tension emocional prolongá. Bo curpa y bo mente ta parse di ta den un estado constantemente alerta y exitá sin alivio na bista of sin comprension di con pa trata cuné. Ta e tipo di stress aki por facilmente haci daño físico na bo, como cu e ta menasá e equilibrio normal di e curpa. Bo por sinti un knòpi den bo stoma, dolor di cabez pisá of debilitacion constante. Stress ta conducí na atakenan di curazon, ulcera, malesanan di curazon, diabetes y gordura. Investigadornan a reportá cu stress ta contribuí na por lo menos algun diez million di casanan di hospital y morto tur aña.

Sintomanan di stress

Bo por ta sufriendo di stress y no

ta ni reconocé como tal. Stress ta wordo manifestá den cambianan físico. Como consecuencia, hopi hende cu ta sufriendo di stress por ta purbando desesperadamente di trata cu e sintoma mes (p.e. dolor di cabez) en vez di trata cu e causa real. Pesey, identificacion di sintomanan ta importante ora cu bo ta purba na manehá e stress. E siguientenan ta algun sintoma comun di stress of tension excesivo: irritabilidad poco usual, soño inquieto, respiracion alterá, músculonan stijf (cu no por wordo atribuí na trabou saludable of exercicio), stoma incómodo y doloroso, excitabilidad. Si e sintomanan cu bo ta experienciá no ta a causa di bo nutricion, actividad físico of falta di esakinan, considerá si bo ta birando un victima di stress.

Causanan di stress

Investigadornan ampliamente a studia y identificá e problemanan y circunstancianan cu mas ta causa den nos den bida. Hopi di nos den nos situacion actual ta envolví den por lo menos un di esakinan:

— morto: di un esposo/a of miembro di familia



NEW HORIZON

ARUBA ESSO NEWS
LAGO OIL & TRANSPORT CO., LTD.
ARUBA, NETHERLANDS ANTILLES

Stan Kimperi '85



There's a time for everything under the sun. A time to speak and a time to listen ... A time to laugh and a time to be serious... Today, for all of us, it is time to depart. Some only from a job, some also from their homes and country with its culture and customs ... It is not easy ... Not for the employees and their families, nor for the community in general. For 60 years, the name "Lago" has had a magic ring to it. It meant prosperity, security, future and stability.

Besides economic ties, Lago has also had emotional ties with the community, for every family on the island has in some way or the other been affected by its presence. That tie has now been broken ... That lifetime partnership has ended. An end that, as with any other life seems to have arrived too soon. These circumstances have brought about drastic changes: the employees will have to look for a new security and the island will have to strengthen and/or search for other economic partners for Aruba's progress. Those circumstances, however,

should be viewed as just the catalysts of change. Changes in the direction of our lives will come from the decisions we make and the responsibilities we assume.

Every situation, at least from some perspective, can be turned to our advantage, and every advantage can be developed to the fullest.

It is a time for new challenges, new opportunities, new developments. Whatever our future endeavors may be, we can be confident that we do have the necessary background to make them successful. Most of us can look back and be proud of an accomplished career. Our past experiences, training and achievements, combined with a positive attitude, are all tangible values that we can carry along with us into the future.

There is indeed a great expansion out there ...

There is a new horizon that is yours to discover

The Editor

EDITORIAL

Descubri un horizonte nobo

Tin un tempo pa tur cos den e mundo aki. Un tempo pa papia un tempo pa scucha ... Un tempo pa hari y un tempo pa ta serio ... Awe, pa nos tur, ta tempo pa bai. Algun solamente ta bai laga un trabao, algun tambe ta bai laga nan casnan y nan pais cu su cultura y custumbernan ... No ta fácil ... Ni pa e empleadonan y nan familia, ni pa e comunidad en general. Pa 60 aña largo, e nombre "Lago" tabata tin un sonido mágico cune. E tabata significá prosperidad, seguridad, futuro y estabilidad. Fuera di lazonan económico, Lago tabata tin tambe lazonan emocional cu e comunidad, ya cu cada familia ariba e isla a wordo di un manera of otro alectá pa su presencia. E lazo ey awor a wordo kibrá ... E consorcio di henter un bida a terminá. Un fin cu, maneta ta cu cualquier otro bida, ta parce di a yega mucho lihe. E circumstancianan aki a causa cambianan drástico: e empleadonan lo mester busca un seguridad nobo y e isla lo mester fortaleza y/of wordo otro socionan económico pa Aruba su progreso. E circumstancianan ey, sinembargo, mester wordo mirá como solamente e catalizadoran di cambio. Cambio den direccion di nos hidanan lo bini for di e decisionnan cu nos haci y e responsabilidadnan cu nos asumí.

Cada situacion, alomenos di algun perspectiva, por wordo birá na nos ventaha, y cada ventaha por wordo desaroyá te na un máximo. Ta un tempo pa retonan nobo, oportunidadnan nobo, y desaroyonan nobo. Lo que sea nos esfuertonan pa futuro, nos por ta sigur cu nos tin e formacion necesario pa haci nan exitoso. Mayoría di nos por mira atras y ser orguyoso di un carera cumpli. Nos experiancianan, entrenamiento y logronan di pasado combiná cu un actitud positivo, tur ta baloran palpable cu nos ta carga hunto cu nos den futuro.

En verdad tin un gran expansion cylo nan ...

Tin un horizonte nobo cu ta keda na bo pa descubri ...



Photo not available

DALMATIUS NAVAS
41 years

JAMES BLIJDEN
41 years

Photo not available

JAMES ARRINDELL
40 years



JACOBO MADURO
40 years



**LONGEST SERVICE
EMPLOYEES IN 1985**



NEW HORIZONS

Employees embark on new careers

Yanbu, Qatar, Australia, Canada ... Of the 900 people working until the end of March, at least a few will make transatlantic moves and wind up in one of those places in the world that sounds so far away. Others will stay near, in Aruba, the Caribbean or the South American region. Some of those who have already received a job offer spoke about their feelings and experiences.



David Mendes, for seven years an equipment inspector at Lago, received an offer to work for a refinery in Yanbu, Saudi Arabia. "I never thought I would ever go to Saudi Arabia," said David. "But the Saudis have always interested me since I was a boy."

"How about the change in lifestyle? The Saudi lifestyle is indeed very different, but most of the restrictions, alcohol, pornography, etc. my family and I have already adopted. Besides, the refinery has a huge community where you can enjoy sports activities and other forms of recreation. I think a two-year contract in Yanbu would be a good experience in life, both culturally and professionally."



Simon Arends has worked as a chemical engineer for the past 4-1/2 years in Lago's Technical Department.

"I worked on my resume the same day Lago's shutdown was announced. I think you have to make a great effort to get a job," said Simon. In February, after making two trips to Venezuela, he received an offer from Lagoven to work as contact engineer at the Amuay Refinery. "I have made a decision to go to Venezuela. I know the place and the people well and I won't have to make major adjustments," he said. Besides, Simon sees great possibilities for the future at Lagoven. "The refinery there is one of the biggest and most modern in the world. It has more plants than Lago, plus a new flexicoker. I will learn more and have opportunities for advancement." Looking forward to it? "Yes, I do."

Rudy Dorsman, a 1968 graduate of Twente, Holland, moved from Holland to Aruba only two and a half years ago and is now moving back with his wife and child. "We're returning to where we were before, so adaptation will not be a problem at all. I was in Holland for eight years before I returned to Aruba," said Rudy.

Rudy will be employed by NIRA, a manufacturer of papers in northeastern Holland, as an industrial engineer. He received five offers while he was in Holland for interviews, but it took some advance planning. "First of all," he said, "I mailed 55 job applications in November and mentioned in the cover letter that I would be in Holland in February of '85, thus inviting the companies to react." Seventeen of those companies responded positively, and after having made some further arrangements with them by telex, Rudy contacted them



for details once he arrived in Holland. "It was tough, though," commented Rudy. "I would leave the house at 6:00 or 7:00 a.m. and return at 7:00 p.m. And that went on for fifteen working days. I recommend going on interviews with the least attractive companies first, so that by the time you get to the most attractive companies, you'd have a lot of training."

After his job-hunting experience in Holland, Rudy has a bundle of tips he is eager to share: send lots of letters, take your last pay slip with you, carry passport-size photos, don't be too choosy at the start and ... please be on time for interviews ... It certainly does not seem like Rudy would have any trouble finding another job ...



Upon termination from Lago, **Carlos de Cuba** will become an instructor of management courses and a faculty member of the Psychological Adviesbureau in Aruba and Curaçao. One of his responsibilities in this new position will be to visit commerce, industry and government offices to analyse their training needs and then determine how his organization can assist in that. "I feel that, initially," commented Carlos, "commerce will be careful with investments, but that eventually it will see the necessity to get involved in training, especially the type of training that increases productivity."

Carlos has confidence in Aruba's ability to again reach an economic stability in the future. "And because of my background at Lago," he said, "I have the conviction that I will be able to contribute a great deal to Aruba's development in my new job." Indeed he could! In his 33 years with Lago, Carlos has been involved in instructing, in various other aspects of training, in communications and public affairs. A wealth of experience to invest in Aruba's future.

The ARUBA ESSO NEWS is published for all Lago employees and annuitants.

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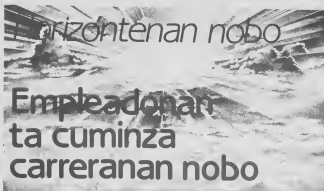
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Drukkerijen N.V.



Yanbu, Qatar, Australia, Canada ... Di e 900 hendenan trahando te na fin di Maart, alomenos algun lo haci viahenan transatlántico cu ta caba na un di e lugarnan na mundo cu ta zona asina lew. Otronan lo keda cerca, na Aruba, den Caribe of den e region Súr Americano. Algun di esnan cu ya a baña un oferta di trabao a papia tocante nan sentimento- y experiancianan.



David Mendes, pa sheta aña un "equipment inspector" na Lago, a haya un oferta pa traha pa un refineria na Yanbu, Arabia Saudita. "Nunca mi a pensa cu algun bez lo mi yega te Arabia Saudita", David a bisa. "Pero e Sauditanan como un pueblo semper a capta mi interes desde cu mi tabata mucha." Kako bo ta haya di e cambio den estilo di bida? "E estilo di bida Saudita ta en beidad hopi diferente, pero mayoría di e restriccionnan (alcohol, postogralia, etc.) mi lamilia y ami ya caba a adopta. Ademas, e refineria tin un campo enorme unda cu bo por disfruta di actividadnan deportivo y otro lormanan di recreacion. Mi ta kece cu un contrato pa dos aña na Yanbu lo ta un experiencia di bida, tanto culturalmente como profesionalmente."



Simon Arends a traha e diltmo cuatro añanan aki como un ingeniero químico den Lago su Departamento Técnico.

"Mi a traha ariba mi resumen e mesun dia cu e paro di operacion di Lago a wordo anuncia. Mi ta kece cu bo mester haci un esfuerzo pa haya un trabao", Simon a bisa. Na Februari despues di a haci dos viahe pa Venezuela, ela haya un oferta di Lagoven pa traha como un "contact engineer" na e refineria Amayá. "Mi a toma e decision pa bai Venezuela. Mi conoce e lugar y e hendenan bon y lo mi no tin cu haci ningun gran abustamiento", ela bisa. Ademas di esey, Simon ta mira posibilidadnan grandi pa futuro na Lagoven. "E refineria ta un di esnan mas grandi y mas moderno na mundo. E tin mas planta cu Lago tahata tin, ademas di un flexiokei nobo. Lo mi suña mas y lo mi tin oportunidad pa promocion."

Lago milestones (1924-1985)



CANADA

By the Secretary of State of Canada.

GREETING

It is where these persons shall come or where the same may in service countries

Whereas, the Government of Canada has the honor to receive from the Government of Aruba a request for the issuance of a passport to the undersigned, and the undersigned is duly qualified to issue the same;

And Whereas, the undersigned is duly qualified to issue the same;

Now Knoweth that the undersigned has caused this passport to be issued to the undersigned, and the undersigned hereby certifies that the same is a true and correct copy of the original as the same appears in the records of the undersigned.

Witness my hand and the seal of the Secretary of State of Canada at Ottawa, this 15th day of March, 1985.

P. Belliveau
Acting-Secretary of State



San Nicolas Harbor in 1927.

In 1924, Lago Oil & Transport Company, Limited, was incorporated. The Company's goal was to establish a transshipping station for Venezuelan crude oil in Aruba.

In 1929, the first barrel of crude passed through the topping stills of the newly constructed Lago refinery. Lago could then handle 90,000 barrels of crude per day.

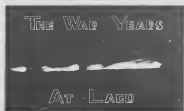
In 1932, Standard Oil Company of New Jersey purchased Lago Oil & Transport Co. Ltd.

Lago's incorporation document



The first barrel of crude passed through Lago's topping stills in 1929

Lago milestones



THE WAR YEARS AT LAGO

The accomplishments of Lago during the war years are a testament to the dedication and hard work of the Lago employees and the support of the government officials, the public and the media. This book is a tribute to the people who made the Company's contribution to the war effort possible.

Some of the highlights of the war years are: the first billion barrels of crude oil refined, the first billion barrels of aviation fuel produced, and the first billion barrels of aircraft fuel used by the allied forces.



Lago supplied petroleum products to Allies in WWII.

In 1936, Lago's first representative body for locally hired employees, the Employee Advisory Committee (EAC) was formed.

In 1937, as part of its commitment to provide support services to employees, Lago built the residential community of Lago Heights. Essoville followed in 1939 and Lagoville in 1947.

In 1939, soon after WW-II broke out in Europe, Lago started supplying aviation fuels and other petroleum products to the Allies. In fact, Lago refined 1 out of every 16 barrels of aircraft fuel used by the allied forces.

In 1943, Lago's most costly and single largest unit, the catalytic cracking unit or PCAR started operations.

In 1945, Lago refined the first billionth barrel. By January of 1985, the total barrels of crude refined had surpassed 6.5 billions of barrels.

In 1949, Lago's workforce reached an all-time peak of 8,300 employees.

In 1950, automation began to play an increasingly important role in Lago's operation due to greater competition in the Company's most important marketing areas.

PER DAY



ONE YEAR

The Lago Refinery is a 100-acre industrial complex that is one of the most advanced in the world. It is a testament to the dedication and hard work of the Lago employees and the support of the government officials, the public and the media. This book is a tribute to the people who made the Company's contribution to the war effort possible.

September 1 - 1941 to August 31, 1942

High aviation gasoline - 127,000,000 gallons

Aviation gasoline - 2,867,000,000 gallons

January 1, 1943 to August 31, 1945

Aviation gasoline - 1,000,000,000 gallons

High aviation gasoline - 2,867,000,000 gallons



Lago's catalytic cracking unit

es (1924-1985)



Lago's workforce peaked at 8,300 in 1949.



Beginnings of automation



Bevenderfer for her contribution to the site

lago milestones
(1924-1985)



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In 1960, a bunkering station was inaugurated in Oranjestad to supply bunkers to tourist and other ships.

In 1963, Lago employees achieved their best safety record in the refinery's history, with a frequency index of less than three-tenths of one disabling injury for each 1,000,000 manhours worked. Since 1949, Lago had won 7 first-place awards in the U.S. National Safety Council's Annual Contests.

In 1964, a 40-hour, five-day workweek was introduced at Lago.

In 1971, the first phase of a new hydrodesulfurization complex was inaugurated in order to remove sulfur from heavy fuel oil. This was followed in 1974 by the second HDS complex, which brought total production capacity to 265,000 barrels of low sulfur fuel oil per day.

In 1984, Lago Oil & Transport Co., Ltd. announced its intention to shut down on March 31, 1985, after over 60 years of operations.

Lago Employees Achieve Safest Year In History With 0.27 Rate of Siete NSC Promer Lugar Asegura; Donovan Lo Lago Lago Seventh NSC First Place Is Assured
Total Herida na Trabao Tambe A Baha Feb. 1 pa Oficina di Standard Oil Company
Total On-Job Injuries Also Decline

Lago's best safety record 1963



The hydrodesulfurization complex



Lago refinery today.



Rudy Dorsman un graduado di TH (Technische Hogeschool na Twente, Holanda) a munda di Holanda pa Aruba solamente dos aña y mei pasa awor ta munda bek cu su casá y un bato. "Nos ta bai bek na unda nos tabata antes, pesey adaptacion lo no ta un gran problema. Mi tabata na Holanda pa otro aña promé cu mi a yegesa Aruba". Rudy a bisa.

Rudy a wordo empleá na NIRA, un asociante di "paper" na parti noord-est di Holanda, como un ingeniero industrial. La traha cinco oficina pa trabao mientras cu e tabata na Holanda pa entrevistanan pa trabao, pero tin asaki a requesti algun documentu adelanta. "Promé cu tu bini" di bisa, "mi a manda 55 carta di aplicacion pa trabao via post na Nieuw-Edison y den e carta di introduccion mi a menciona cu mi lo yega Holanda na Februari di '85, buscando asina e companianan pa yega nos". Desheche di e comparacion aki a contesta inmediatamente y despues di a haci algun mesgero adicional cu nan via telex, Rudy a tuma contacto cu nan pa mas detalles una vez cu ela yega Holanda.

E tabata duro si Rudy a comentá. "Mi a sali for di cas pa 6 of 7 or di

HORIZONTENAN NOBO



(cont. di pag. 4)

manta y regresa 7:00 p.m. Y esey a sigina asina pa 15 dia di trabao. Mi ta recomendá pa bai entrevistá cu e companianan menos atractivo promé, pa asina ora bo yega na e companianan mas atractivo, bo a haya hopi práctica caba."

Despues di su experiencia cu buscamento di trabao na Holanda, Rudy tin un monton di consehonan valioso cu e ta ansioso pa comparti: manda hopi carta, hiba bo ultimo "pavshp" cu bo, wak pa bo tin portret di e tamaño uzá pa paspoort hunto cubo, no sea mucho exigente na cumzamentu y por labor sea na tempo pa entrevistanan ... Sigur no ta pa pasce cu Rudy lo tin dificultad pa haya un otro trabao



Asina cu **Carlos de Cuba** termina cu Lago, e lo bira un instructor di cursonan di gerencia y un miembro di facultad di Psychologisch Adviesbureau na Aruba y Corsow. Un di su responsabilidanan den e posicion nobo aki lo ta di haci bishita na comercio, industria y oficemanan di gobierno pa analisa nan necesidadnan di entrenamento y despues determina con su organisacion por asisti nan den esey. "Mi ta sinti cu inicialmente,"

Carlos a comenta, "comercio lo ta un poco cauteloso pa inverti, pero cu eventualmente nan lo wak e necesidad pa ocupa nan mes cu entrenamento, especialmente e tipo di entrenamento cu ta aumenta productividad."

Carlos tin confianza den Aruba su habilidad pa yega atrobe na un estabilidad economico den futuro. "Y pa motibo di mi background na Lago," ela bisa, "mi tin e conviccion cu mi tin e habilidad pa contribui basta den e desarrollo di Aruba den mi empleo nobo." En verdad e lo por? Den su mas cu 33 añanan cu Lago, Carlos tabata ocupa su mes cu instruccion, varios otro aspectonan di entrenamento, comunicacion y relaciones publicas. Un abundancia di experiencia pa inverti den futuro di Aruba.

Aruba Investment Foundation: an alternative

All Lago employees terminated within the year 1985 and those terminated on December 31, 1984 and who were searching for ways to invest their benefit payments, were invited to participate in the Aruba Investment Foundation. The purpose of this foundation is to establish, maintain and control an investment program in U.S. dollars with optimum return at

minimum risk of capital. The Centrale Bank van de Nederlandse Antillen has permitted and encouraged the establishment of such a foundation to protect the local market from a sudden large inflow of cash. The employees, were given a one-time



Aruba Investment Foundation Board Members, standing left to right: Walter Arends, John Every and John Hodgson. Sitting from left to right: Julio Carel and Albino Yarzagaras.

opportunity to participate in this alternative investment program. The Investment Foundation is governed by a board

consisting of five former Lago employees and a representative of the Centrale Bank in an advisory position.

PRESIDENTE DI IOWUA:

"We try to stimulate our people ..."

His membership on the Union Board certainly did not fall short of excitement. He became Vice President during the strike in 1982/1983 and President after the announcement of Lago's shutdown. Romulo Geerman, however, does not lack positivism and stimulus.

"Lago's shutdown announcement was definitely a shock, but as a responsible Union, we try to stimulate our people to try to accomplish positive things in the future," said Romulo. "We will remain respectable employees of Lago until March 31. After that, everybody has to give a hand to improve the national situation."

Most recently, the IOWUA Board has worked on two specific issues: the continuation of the Annuitant Medical Plan and the future status of the IOWUA Recreation Center. Said Romulo: "We feel responsible toward our present and past members, to do our utmost for the continuation of the Annuitant Medical Plan. We do see the necessity to continue with the plan for the annuitants and are even studying the possibilities of covering the younger employees with a one-year medical plan." This issue, however, is still being studied by the Union Board and the Annuitant Medical Plan Foundation. The results of the studies will be known at a later date.

Another feasibility study the IOWUA is waiting on is the conversion of the recreation center into some sort of a tourist center with bowling alleys, a coffee shop and bungalows. "We want to do something constructive with it," said Romulo. Before a decision is taken, however, the Union will consult its members for their suggestions and final approval. "We do not want to wait for things to happen, but are moving to create confidence in the future." What about his future? "My career ends young with Lago," said Romulo. "Life will be more difficult, but we can create lots of possibilities. I will be available to assist with any plans and projects for the future."



Su miembrecia den e Directiva di e Sindicato siguramente no a falta excitacion. El a bira vice presidente durante e wegla na 1982/1983 y presidente despues di e anuncio di e ceramento di Lago. Rómulo Geerman, sin embargo, no a falta positivismo y estímulo.

"E anuncio di ceramento di Lago definitivamente tabata un shock, pero como un sindicato responsable, nos ta purba stimula nos hendenan pa purba na realiza cosnan positivo den futuro," Rómulo a bisa. "Nos lo keda empleadonan respetable di Lago te dia 31 di Maart. Despues di esey, tur hende mester duna un man pa mehora e situacion nacional." Mas recien, e Directiva di IOWUA a traha ariba dos tema specifico: e continuacion di e Plan Médico pa Pensionistanan y e futuro posicion di IOWUA Recreation Center.

"Nos ta purba stimula nos hendenan ..."

Rómulo a bisa: "Nos ta sinti un responsabilidad pa cu nos miembronan di awor y di antes, pa haci lo máximo pa e continuacion di e Plan Médico pa Pensionistanan. Nos ta mira e necesidad pa continua cu e plan pa pensionistanan y hasta nos ta studiando e posibilidnan di cubi e empleadonan mas hoben cu un plan médico di un año." E tema aki, sin embargo, ainda ta wordo studjá pa e Directiva di Sindicato y e Fundacion di Plan Médico pa Pensionistanan. E resultadonan di e estudianan lo ta conoci na un lecha posterior.

Un otro estudio di factibilidad ariba cual IOWUA ta wardando ta e transformacion di e centro di recreacion den un clase di centro turístico cu canchanan di bowling, un cafeteria y bungalowan. "Nos kier haci algo constructivo cuné," Rómulo a bisa. Promé cu un decision wordo tumá, sin embargo, e sindicato lo consulta su miembronan pa nan sugerencianan y aprobacion final. "Nos no kier warda pa cosnan cumenza pasa, pero nos ta moviendo pa crea confianza den e futuro." Con ta pará cu su futuro? "Mi carrera ta terminá na un edad hoben cu Lago," Rómulo a bisa. "Bida lo ta mas difícil, pero nos por crea hopi posibilidnan. Lo mi ta disponible pa asisti cu cualquie plan di proyecto pa futuro."



The first representative body for locally hired employees, the Employee Advisory Committee, was formed in 1936. It was replaced by the Lago Employee Council in 1949 which in 1961 became the Independent Oil Workers Union of Aruba (IOWUA). The first collective working agreement between Lago and the IOWUA was signed on December 1961. The last one, on February 1, 1983. On photo above, IOWUA's present board members. Standing from left to right: Basilio Weiser, Dennis Jacobs, Humphrey Guel, Felix Garrido and Albert Helder. Sitting from left to right: Walter Arends, Theodor Weiser, Salsman Fingal and Romulo Geerman.

A REVIEW OF THE PAST;

Editor's Note:

The relationship between Lago and the Aruban community has always been a close one. Therefore, on the occasion of the last issue of the Aruba Esso News, it seemed only appropriate to include an article written by a community member who in his past positions has had frequent contacts with the Company. Mr. Oscar Henriquez, a well-known public figure in Aruba, fits that description. Mr. Henriquez, who at present is the Managing Director of Maduro & Sons, has in the past served as Deputy and Minister of Finance and for 10 years as Lt. Governor. The Aruba Esso News is thankful for his contribution to this issue.

A GLANCE INTO THE FUTURE

During my 60 years in government I had contact with Lago quite often. Starting up the automated information system for the local government in 1954 for example, it was Jop Oubler and his staff of the Dept. of Publishing & Statistical Division who assisted me in doing so and our 10 Deputies of Finance. I had meetings with Lago's president, J.J. Hendriks and their financial manager, C. Brown. And since then I got to know many other Lago officials who have played an important role in the history of Aruba. These experiences made me with a strong impression, to consider them all as responsible people who were businesslike in their dealings, but at the same time had a very positive and caring attitude towards Aruba and its people. Thanks to their efforts to cooperate, those who were in government at the time were able to accomplish much for our community. A typical example is the power and water plant which was built at Babashu in 1957. The objective of the island government was not only to provide every home on the island with water, many in the mountain-side were still being supplied by sweat-trucks, but even more important, we wanted to reduce the high water-tariff. The only way to accomplish this was to build larger evaporating units which operate more economically. This however, would only make sense if we could sell the larger volume of water to be produced. Also combining the water production with the generation of electricity was a way to produce water at a lower cost. Again the question was to whom do we sell this extra power becoming available. Lago was a logical solution, but they were already producing their own water and electricity and were naturally very reluctant to give up their convenient self-supporting position in favour of an arrangement which they would have to depend on a government-owned and -operated utility-plant.

After lengthy discussions they did cooperate by agreeing to buy large quantities of water and power from WEB. This enabled the government to justify investment in larger units, which provided the total population of Aruba, and the new hotels, with adequate quantities of water and electricity at reduced prices. This example is one of the many experiences I had during my years as a Deputy, but also afterwards as Minister of Finance and finally during my ten years as Lt. Governor. At all times, Lago could be depended upon when we needed their assistance in the interest of Aruba.

That is the reason why I have accepted the invitation from the editor of the Esso News to contribute with an article for their last issue. It gives me the opportunity to express my feelings and thoughts at this sad milestone in our history.

It goes without saying that Lago's existence in Aruba during 60 years has contributed significantly towards the economic well-being on the island. It is unfortunate of course that the era of a booming economy has come to an end. It serves no purpose, however, to keep lamenting this unexpected and tragic happening.

We would do better remembering the lives we were able to live, the work we were able to perform, the business we were able to do, and last but not least the education we received either in school or through experience, enabling us to face the future today in a stronger position than most other islands in the Caribbean.

There is a future for those who are willing to work at it. Aruba with its 60,000 inhabitants can survive. There is a sound economic basis of infrastructure facilities and a fine climate combined with magnificent beaches. A program to increase Aruba's scenic attractiveness, and to expand its tourist facilities would lead to a highly successful tourist island. If developed in an organized and coordinated way, tourism can become an economic

resource that offers more jobs than a modern oil-refinery.

Much is yet to be done. But what a challenge! The mess, wrecks and waste, which are still visible along our public roads need to be removed; also commercial bill-boards (signs) which pollute our landscape, the planting of more trees (palms and others) is necessary, and a first class 18-hole golf-course with modern facilities, better roads, more hotel-rooms, and last but not least a promotion campaign directed at the right markets. It is my personal opinion that we should move away from junkets and other low-priced vacations, and aim at a higher-income section of the market, like the tourists attracted by St. Martin. Said market is large enough to satisfy Aruba (and other islands), and its people who can afford higher rates will improve the profitability of our hotels, which are faced with rather high operating costs.

There are of course other possibilities too. Potentially Aruba may be able to develop certain industries which use raw-material from for example Colombia and/or Venezuela, exporting the products to the U.S.A. taking advantages of the facilities offered by the CBI (Caribbean Basin Initiative), a special program being introduced by the U.S.-Government. In addition export-possibilities exist to the European Common Market of which the Netherlands Antilles are an associate-member.

I also believe that fishery is a real possibility, if set-up in a modern and commercial way. Potentially there are many possibilities. Considering how motivated the people of Aruba are, I am confident that eventually we shall overcome the difficult years ahead and succeed in creating a healthy and strong economy again.

We already have a good foundation. All we need to do now is, to start building on it.



